



**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD
An Agency of the State of California**

After a hearing in Unfair Practice Case No. SF-PE-5-H, *Teamsters Local 2010 v. Regents of the University of California*, in which all parties had the right to participate, it has been found that the REGENTS OF THE UNIVERSITY OF CALIFORNIA (University) violated the Prohibition on Public Employers Deterring or Discouraging Union Membership (PEDD), Government Code section 3550 et seq., when it posted a communication dated November 26, 2018 and entitled "UCnet: Facts about pay raises and employment protections for policy-covered staff" (Posting) on its "Labor News" website that deterred and discouraged employees from becoming or remaining members of, authorizing representation by, and authorizing dues or fees deductions to TEAMSTERS LOCAL 2010 (Teamsters).

As a result of this conduct, we have been ordered to post this Notice and we will:

A. CEASE AND DESIST FROM:

1. Deterring or discouraging employees from, becoming or remaining members of, authorizing representation by, or authorizing dues or fee deductions to Teamsters.

B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS DESIGNED TO EFFECTUATE THE POLICIES OF THE PEDD:

1. Within 10 workdays of the service of a final decision in this matters, rescind and remove the Posting from its "Labor News" and all other websites.

Dated: _____

Regents of the University of California

By: _____

Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.